

## 2013 Employee Viewpoint Survey

### Introduction

In accordance with Section 1128 of the National Defense Authorization Act for Fiscal Year 2004, the U.S. Department of Labor posts annual employee surveys describing employee satisfaction as well as leadership and management practices. The Employee Viewpoint Survey (EVS) measures employee perspectives and perceptions of the work environment focused on four themes: Leadership & Knowledge Management; Results-Oriented Performance Culture; Talent Management; and Job Satisfaction.

### Survey Administration, Sample Size, Response Rate

The Office of Personnel Management administered the EVS between April 23, 2013, and June 7, 2013, to a stratified sample of 11,653 full- and part-time DOL employees. A total of 5,205 surveys were completed, yielding a response rate of 44.7 percent; which was a slight decrease from the 49.6 percent response rate of the 2012 EVS.

### Demographics

Of the completed surveys, 42 percent were completed by employees located at DOL headquarters, while 58 percent were completed by employees in DOL field offices. The national office response rate was slightly higher than its overall representation in DOL, which is 35 percent.

Other demographics:

- Gender: 52 percent women; 48 percent men
- Race: 71 percent White; 20 percent African American; 5 percent Asian; 1 percent American Indian/Alaska Native; <1 percent Native Hawaiian/Pacific Islander; 4 percent two or more races
- Ethnicity: 11 percent Hispanic/Latino
- Supervisory Level: 72 percent non-supervisor; 9 percent team leader; 17 percent supervisor; 2 percent executive
- Pay Grade: 1 percent Federal Wage System; 5 percent Entry Level (GS 1-6); 55 percent Mid-Level (GS 7-12); 35 percent Senior Level (GS 13-15); 1 percent Senior Executive Service
- Federal Tenure: 17 percent 3 or less years; 27 percent 4-10 years; 23 percent 11-20 years; 34 percent more than 20 years
- Age: 6 percent 29 and younger; 18 percent 30-39; 26 percent 40-49; 33 percent 50-59; 17 percent 60 and older

### 2013 DOL Survey Results

Overall, FY 2013 DOL EVS scores were lower than FY 2012 scores, and government-wide scores exhibited a similar downward trend. DOL's most positive response items included:

- *When needed I am willing to put in the extra effort to get the job done* (95% positive);
- *The work I do is important* (89 percent positive);
- *I am constantly looking for ways to do my job better* (88 percent positive);
- *I am held accountable for achieving results* (85 percent positive);
- *and I know how my work relates to the agency's goals and priorities* (83 percent positive).

Not only do these results display the unmatched work ethic and dedication of DOL employees, they also indicate that DOL employees understand how their work supports DOL's mission, and the importance of their individual contributions to the Department's overall success.

Additionally, DOL led other government agencies with responses that were more positive than the government-wide average on the following three survey items: *In the last six months, my supervisor/team leader has talked with me about my performance*; *Managers review and evaluate the organization's progress toward meeting its goals and objectives*; and *Promotions in my work unit are based on merit*.

DOL's scores are equivalent to overall government-wide scores for Leadership & Knowledge Management (59 percent positive) and Results-Oriented Performance Culture (51 percent positive). DOL was below overall government-wide scores on Talent Management (DOL: 52 percent; government-wide: 56 percent) and Job Satisfaction (DOL: 62 percent; government-wide: 64 percent).

The Department desires higher positive response scores from its workforce and plans to work diligently to identify opportunities for improvement, address employment barriers, address workforce concerns and develop an environment of excellence that supports all our workers and allows each to contribute fully.

[Read the 2013 summary report.](#)